

# SPACEMAKER

McClellan Air Force Base, Calif.

Oct. 28, 1999 Vol. 40, No. 44

## AT A GLANCE

### Haunted house

Services is sponsoring a haunted house in Capehart housing at 3833 Ute Way, Friday and Saturday, 7-10 p.m. and Sunday, 6-9 p.m. Children under 12 are 50 cents and \$1 for all others. Adults are welcome. Volunteers are still needed. For information, call 643-4822.

### Halloween Party

The McClellan chapters of the Noncommissioned Officers Association and Air Force Sergeants Association are hosting a Halloween Costume Party on Friday, at Flashback Pizzeria, from 7 p.m. to midnight. The party is free to all NCOA and AFSA members. Costs for their non-member guests will be \$3.

For more information, contact Chief Master Sgt. James Sullivan at 643-3286 or Staff Sgt. Ricky White at 643-3158.

### Trunk or Treat

Friday is the last Trunk or Treat event sponsored by the Community Support Center and will take place in the base chapel parking lot from 4-5:30 p.m. Wear your costume and come join the fun.

### All ranks dining out

The 1999 McClellan Air Force Base all ranks Dining Out is set for Nov. 5 at 6 p.m.

Contact your first sergeant for tickets and more information. Ticket cost is \$5 for E-5 and below and \$16 for E-6 and above.

### Veteran's Day ceremony Nov. 11

Once again, the Air Force Sergeants Association, Chapters 1322 and A1322 will host a Veteran's Day Ceremony Nov. 11 at 11 a.m., in front of the McClellan Community Center. This year, the guest speaker will be Col. Mike Iltis, 77th Support Group commander.

All are encouraged to attend. For more information, call retired Chief Master Sgt. George Moses at 643-4011.

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U.S. Air Force photos by Alica Doyle

### Trick or Treat

Aliens, ghost and goblins will be attacking the base officially Sunday from 6-8 p.m. Halloween is a night of fun, horror and giving. So remember, children should not trick or treat alone, candy should be wrapped or sealed, don't eat uncovered candy, popcorn or fruit; children should wait until the return home before they eat their candy, so parents can inspect them; parents should discourage the wearing of vision restricted Halloween masks or other head coverings, use facial make-up if possible; and children should carry flashlights after dark. Have a safe and happy halloween!

## Legal education funded by Air Force

By Lt. Col. Robin Walmsley  
SM-ALC/JA

Do you want to fly a fighter, rescue hostages from deadly terrorists, deliver a baby, prosecute, defend, and sit as the judge in a court-martial, all in a day's work? Then go to Hollywood and the land of make believe. But, if you want to be an Air Force Judge Advocate and have the Air Force pay for your education, talk to Lt. Col. Robin Walmsley, the SM-ALC Staff Judge Advocate.

The mission of the Air Force Judge Advocate Department is to provide professional legal services needed to accomplish the mission of the Air Force and maintain the highest degree of effectiveness and readiness.

In today's Expeditionary Air Force, the JAG plays a critical role going wherever the Air Force goes.

Competition for the fiscal year 2000 Funded Legal Education Program and Excess Leave Program has begun. Interested officers are encouraged to compete.

The FLEP program is a paid legal studies program for active-duty Air Force officers.

Officers successfully completing FLEP and ELP are eligible to be designated as a judge advocate. Eligibility for FLEP requires the applicant to have served no less than two years, and no more than six years active-duty service, enlisted or commissioned. FLEP applicants must also be in the pay grade of 0-3 or below as of the first day of law school.

The ELP program is an unpaid legal studies program

for Air Force officers. Eligibility for ELP requires the applicant to have served no less than two years, and no more than 10 years of active-duty service.

Additionally, ELP applicants must be in the pay grade of 0-3, with less than three years in grade, or below as of the first day of law school.

Both FLEP/ELP programs require attendance at an American Bar Association accredited law school. Upon graduation and admission to one of the 50 state bars, including Puerto Rico and the District of Columbia, candidates are eligible for designation as a judge advocate.

The selection process for FLEP/ELP is very competitive -- candidates are selected on the "whole person concept." During fiscal year 1999, the average selectee's Law School Admissions Test score was 162, 88 percentile.

The average undergraduate grade point average was 3.32. The FLEP selection rate was 12 percent, while the overall FLEP/ELP selection rate during fiscal year 1999 was 21 percent.

To be considered for FLEP/ELP, applicants must have completed all application forms, applied to an ABA accredited law school, received their Law School Admissions Test results, and completed an SJA interview by March 10.

AFI 51-101, *Judge Advocate Accession Program*, Chapters 2 and 3, discusses the FLEP/ELP programs. For more information on the program, call Lt.Col. Robin Walmsley at DSN 633-3150 or visit the HQ USAF/JAX website at <http://www.jagusaf.hq.af.mil>.



# Action Line

643-3344, 77abw.actionline@mcclellan.af.mil

## PRIDE OF MCCLELLAN

While walking past the west side of Bldg. 200 I was struck by the beauty of the blossoms on the rose bushes planted between the sidewalk and the roadway. The forethought and care given to our environment then is now evident and very satisfying. A thanks goes to those who nurtured them through the years so we can enjoy them now.

The pride of the McClellan workforce can be seen all over the base. Thanks for taking your time to “smell the roses” and express thanks. We have much to be thankful for in our proud history, from how we’ve cared for the base to the many contributions to the Nation’s defense. If you have not seen it yet, I encourage you to also check out the monument on the McClellan Mall in front of Bldg. 1, which pays tribute to the McClellan workforce – past and present.

## TUITION FOR NON-RESIDENTS

What can be done to ease the financial burden of a non-resident to a community college in the Oklahoma city area? I’m transferring units, with a son who is currently in a local community college, and who will transfer to one in Oklahoma City. The tuition is higher for residents in that state, and for non-residents it is extremely high. Is there a way to waive the non-resident status? Thank you.

Your question highlights a very important point. This transfer of an employee involves not just the employee, but also family members, each with individual issues and needs. I applaud you for researching Oklahoma’s higher education policies and issues in advance of your relocation.

The Air Logistics Center Education and Training Flight advises that transferring ALC employees shall be admitted to state-supported community colleges, as will their spouse and dependent children, without payment of non-resident tuition. The Education Center in Bldg. 8 can provide information about college opportunities and financial aid programs. For information, call 643-4776.



**Col. Charlie Cotter**  
77th Air Base Wing commander

Hi. I’m Col. Charlie Cotter and I am thrilled to have the honor of commanding the 77th ABW. I value the opportunity to serve you, members of the McClellan community. The Action Line is your direct link to focus my attention on something you feel I should know. It may be used to highlight an area where you have received exceptional service. The Action Line is also your means to tell me about a challenge or issue that you have not been able to resolve. Certainly, it is

best to first try to resolve the issue with the responsible agency, since ultimately that is where the issue will get fixed. Another means to address a problem is through your chain of command. But, if neither of these approaches resolves the issue to your satisfaction, let me know in your Action Line call what the challenge is and how you think it could be resolved to your satisfaction. I look forward to serving all members of the McClellan community.

## Action Line

643-3344  
Action Line  
77 ABW/CC  
5241 Arnold Ave.  
McClellan AFB, CA  
95652-1086

77abw.actionline@mcclellan.af.mil

### Base Phone Numbers

AAFES.....	920-0537
Civilian Pay.....	643-6727
Civil Engineering.....	643-5624
Civilian Personnel.....	643-5838
Commissary.....	643-4954
Base Police.....	643-6161
Dining Hall.....	643-5092
Family Support.....	643-1106
Focus Center #1.....	643-5661
Fraud, Waste & Abuse.....	643-6000
Housing.....	643-6221
Legal.....	643-3150
Lodging.....	643-6223
Medical Appointments.....	643-8400
After Hours.....	643-7212
TRICARE Service Center.(800) 242-6788	
Military Pay.....	643-6965
Military Personnel.....	643-1094
Public Affairs.....	643-6127
Retiree Activities.....	643-2207
Security Forces.....	643-6160
Services.....	643-6660
Military Equal Opportunity.....	643-3322
Base Fuel.....	643-5213
Uniform Questions.....	643-4051

## CFC donations on the rise

The Combined Federal Campaign is the annual fund-raising drive conducted by Federal employees in their workplace each fall.

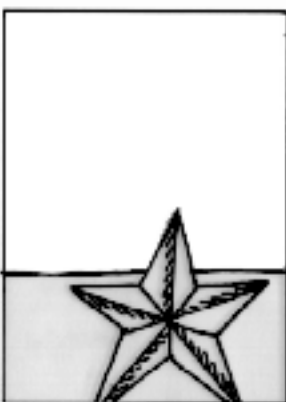
Each year Federal employees and military personnel raise millions of dollars through the CFC that benefits thousands of non-profit charities.

McClellan is hoping to raise \$200,000 for CFC charities by Nov. 19. Currently, the base is at nearly 10 percent of their goal.

To learn more about participating in CFC, check out the McClellan home page, and click on the CFC icon.



For more information about contributing to the CFC, call 643-1163, 643-2778 or 643-3066.



### Air Force Vision

*"Air Force people building the world's most respected air and space force ... global power and reach for America"*

### Air Force Materiel Command Vision

*"Quality Systems for America's Air Force"*

### Sacramento Air Logistics Center Vision

*"Completing the mission of McClellan AFB with professionalism and honor"*

## SPACEMAKER

This funded Air Force newspaper is an authorized publication for members of the U.S. military services. It is printed under contract by The Auburn Journal, of Auburn, Calif. Contents of **SPACEMAKER** are not necessarily the official views of, or endorsed by, the U.S. Government, DoD or the Department of the Air Force. The editorial content is edited, prepared, and provided by the Public Affairs Office at McClellan Air Force Base, Address: SM-ALC/PA (**SPACEMAKER**) 3237 Peacekeeper Way, Ste. 5, McClellan AFB, CA 95652-1048. Phone: (916) 643-6100 or DSN 633-6100. **Deadlines** for articles or photos is noon, Wednesdays, eight calendar days prior to publication date. To e-mail stories or information for publication in the **SPACEMAKER**, send to [SMALC/Spacemaker@mcclellan.af.mil](mailto:SMALC/Spacemaker@mcclellan.af.mil). Photos are U.S. Air Force photographs, unless otherwise indicated.

### SPACEMAKER

Bldg. 200, Room 125  
(916) 643-6100

<http://www.mcclellan.af.mil/PA/Spacemaker.html>

### Public Affairs Editorial Staff

Brig. Gen. Michael P. Wiedemer.....SM-ALC Commander  
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# Training for timekeepers a must says IG



## FYIG

From Your Inspector General

**Col. Michael F. Turner**  
Inspector General

Keeping time and attendance records for our civilian employees is one function that won't go away until the base completely closes. In fact, these records will need to be maintained by the Air Force for several years after the base says farewell to the last employee. If any discrepancies or challenges arise regarding pay, these records are a key reference in the resolution of payroll matters.

In a recent Air Force audit of another AFMC installation, extensive problems with timecard posting and maintenance were found. The discrepancies found are likely to exist to some degree at other bases, including McClellan. Timekeepers and supervisors must be properly trained and comply with DoD Regulation 7000.14-R. Proper compliance with this regulation decreases the opportunity for inaccurate entries or unauthorized alterations to time and attendance documents.

### TYPES OF DISCREPANCIES

The types of discrepancies found by the auditors provide a good checklist for all of our organizations, ensuring a sound time and attendance program. These are some of the common requirements you should be following:

-- Entries should be made in pen, not pencil or

colored/felt pens.

- Supervisors initial corrections.
- Original entries should not be altered with whiteout, correction tape, erasures, or written over entries. Supervisors line through old entry, write new entry and initial.
- Employees initial or sign timecards or a properly completed leave form to verify leave used.
- Timecards must be certified.
- An individual or supervisor must not certify his or her own timecard.
- Document work stop/start times on timecard.
- Store timecards; all should be accounted for.
- Document Social Security numbers on timecard records.

It is improper for supervisors to sign their employees' initials on leave entries on timecards. In addition, a supervisor should not annotate "LV" or "OK" on the timecard as a substitute for the employee's own initials. Employees' signatures or initials decrease the need for post pay-period corrections and deter potential discrepancies or disputes that may arise between management and employees.

### FOLLOW THE REGULATION

The Air Force Audit Agency noted that the Department of Defense Financial Management Regulation, DoD 7000.14-R, Volume 8, Civilian Pay Policy and Procedures, Chapters 2 and 5, Time and Attendance and Leave, requires:

- a. The presence and absence of employees to be accurately recorded and reported for computing pay, leave, and allowances. Further, leave records must be properly maintained, leave accurately accrued, and leave taken properly autho-

rized and reported.

- b. The proper training of timekeepers and time and attendance certifiers.
- c. That employees request approval of leave from the appropriate supervisor and document actual leave used.
- d. That employees not maintain, certify, or approve their own time and attendance reports except when it is not practical or possible to do otherwise.
- e. That supervisors prevent unauthorized changes to time and attendance records.

To access the time and attendance system, timekeepers have a logon identification. The management and review of logon IDs is critical to identify any timekeepers leaving the base. With all of the attrition going on here, supervisors need to identify and report the logon IDs of reassigned personnel to the system administrators for deletion. Timely deletion of invalid logon IDs reduces the computer system's vulnerability to illegal outside and unauthorized access, eliminates the possibility for unofficial and potentially fraudulent alterations of payroll and leave records, and provides protection of Privacy Act information.

Finally, timecards must be maintained for 6 years to resolve any problems or disputes that may arise. Be sure to implement a training program to train timekeeping personnel on the required procedures. Appoint authorized time and attendance certifiers to serve as alternates in the absence of primary certifiers, and do not allow any supervisor to certify his or her own time and attendance record. There is nothing much worse than messing up someone's pay, so don't slack off in this vital responsibility.

## Mentoring: A risky, but worthy investment

**By Col. James Case, Director**  
U-2 Management Directorate  
Robins Air Force Base, Ga.

I'd like to take the somewhat unusual step of discussing mentoring by beginning at the end.

Now that I have more than 30 years in service, my thoughts frequently turn to eventual retirement in 2005. Coming from a military family, I've known many retirees. Pick any base, even in a remote location, and you'll find lots of them. Why do they seem to cluster? I believe one of the reasons is they long for, in a very real sense, the camaraderie found only among those who have served in the profession of arms. It is this heartfelt "longing," this sense of homesickness, that reminds me of the risk involved in mentoring.

### The risk:

Mentoring is risky for a number of reasons. One's effectiveness as a mentor is generally directly proportional to the amount of investment. This investment is measured in that most precious of all commodities, time - time in a day filled with schedule conflicts, short suspenses and the ever-lurking Murphy.

But, despite this, the effective leaders will make mentoring a priority because they instinctively

know this particular airman/officer may eventually be entrusted with the baton of leadership, responsibility and accountability. This baton has been carefully passed down through the career force by each generation of those who have raised their right hands for the sacred oath of allegiance. The alarming thing is all these men and women look so young!

Mentoring is also risky because we're never quite sure we made the right point with those being trained as our eventual replacements. Replacement is the key word. At the end of a particularly tough shift, the aging and often aching professional will look at these new trainees and, if they are honest with themselves, will continually ask these questions: Will they be just as dedicated, just as hardworking, just as focused on making the mission, sortie or frag? These critical questions haunt the career force, the professional mentor, like a shadow; it never completely leaves the recesses of our minds.

The farmer planting seedlings understands this kind of risk. Unfortunately, due to rotations, we are seldom allowed to watch the harvest; to stick around long enough to find out if we made a risky investment that brought a

minimal return. Or did we mine gold? That is one reason why career airmen the world over tell war stories and ask about Lieutenant or Sergeant So-and-So.

### The investment:

Aside from the technical aspects of our job, what we are really trying to pass on is what separates us from those on the other side of the base's perimeter fence. The sociologist calls it institutional values. To those in uniform, as well as our outstanding civilian professionals, this is the essence of our being, our core values, our investment measured in time, tears, sweat, gray hair and, too often, in blood.

It is these values that separate us from mere mercenaries, that make us the most effective fighting force in the history of warfare. These values, taught in basic training, reinforced through professional military education, and modeled daily by every professional NCO and officer, form the essence of what and why we mentor. They are the keys to the store, the invincible walls of Sparta. This investment, although not risk free, will survive and flourish like a good marriage when there is a commitment to weather the inevitable storms brought on by the passage of time.

Let me share a story about a mentor who made a risk investment. H. L. Gee in one of his books tells a story: In the church where he worshipped there was a lonely old man, old Thomas. Thomas had outlived all his friends and hardly anyone knew him. Thomas died. H. L. Gee had the feeling that there would be no one to go to the funeral so he decided to go, so that someone might follow old Thomas to his last resting place. There was no one; and it was a wild, wet day. The funeral reached the cemetery; it was during the war, and at the gate there was a soldier waiting. He was an officer, but on his raincoat there were no rank badges. The soldier came to the graveside for the ceremony; when it was over he stepped forward and standing before the open grave he swept his hand to a salute that might have been given to a king. H. L. Gee walked away with his soldier, and as they walked the wind blew the soldier's raincoat open; and now H. L. Gee saw the shoulder badges

of rank; the soldier was nothing less than a brigadier. The soldier said to H. L. Gee: 'You will perhaps be wondering what I am doing here.'

Years ago Thomas was my Sun-

*Please see "Soldier" page 4*

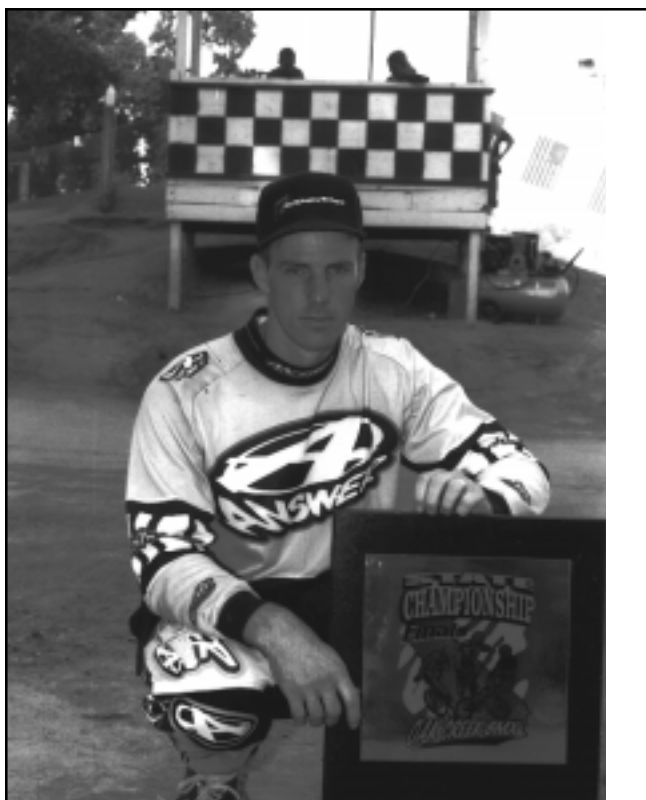


# Intel officer aims high, earns national recognition

By Senior Airman Maxine D. Reyes  
Staff Writer

Flying through the air is no news to 1st Lt. Mark R. "Soda Pop" Koch, a 77th Air Base Wing intelligence officer, a husband, father, and BMX California State Champion. Because his name was pronounced like the beverage "Coke," Koch was nicknamed "Soda Pop" while in Intelligence School.

After long hours of training, Koch competed in the State Championship held in Roseville on Aug. 22. His technique in winning the championship was to train three hours daily, focus on winning, and have a fun-filled time. Koch entered the competition and was the best rider in the three semi-final races, which qualified him to compete in the state finals where he won the state championship. As



Courtesy photos

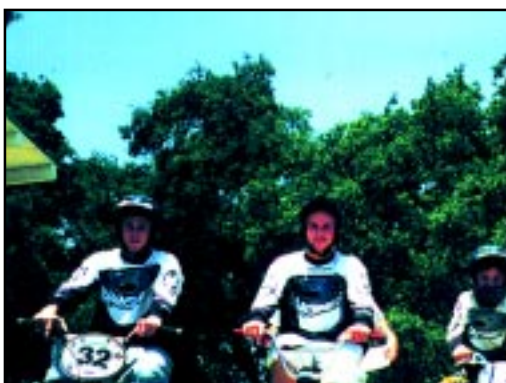
Soda Pop accepts his first place award.

State Champion, "Soda Pop" will have the opportunity to compete in the year 2000 National BMX Championship. Koch has gained national recognition in this month's BMXer, a magazine that highlights extraordinary performers.

"BMX is an established sport; there are more than 60,000 athletes in the league," said Koch. "It could be a rather expensive sport, depending on how often one competes. An average BMX bike costs approximately \$800 and about \$50 per month in maintenance," Koch said.

Koch has been sponsored by a local bike store, but pockets some of the expenses.

According to Koch, entertaining the audience is his motivation. He loves to perform with his



When the gate drops, everyone fears Soda Pop.



Soda Pop takes to the sky while training.

bike and accept all the positive feedback and support from the people who come to watch. He gets satisfaction when he goes out there on the track, does his best, and pleases the crowd.

Jason Ekman, a teammate of Koch said, "'Soda Pop' is a local celebrity." Ekman also stated that Koch assisted him in the past with his BMX training, and continues to be of great value to Ekman. Furthermore, Ekman feels fortunate that he does not have to compete against Koch, because he knows that he would not be of fierce competition to Koch. Local kids admire him and his talent in his community, where he coaches the Roseville "Oak Creek" trackers. Roseville has the most established track and gets an advantage when it's time for hosting competitions in Northern California. In addition to coaching, this talented lieutenant is the webmaster for seven BMX webpages in Northern California. He is presently writing a short fiction novel on BMX, the sport.

Koch states that there are many military members who are BMX athletes and he would like to represent the Air Force by wearing "AIR FORCE" all over his bike gear. He feels that if the Air Force sponsored him, it would result in a valuable recruitment effort for the Air Force. Koch has the opportunity to influence more than 300 young children, who he feel would perceive the Air Force in a different way. He can be sure that they would have a wider perception of the Air Force and believe that they can enlist and do extracurricular activities in the meantime.

Supported by his wife Krista, a Psychologist, and two sons Kody and Ryan, the native Floridian and Florida State University graduate hopes to continue to enjoy BMX racing, and coaching others to become national champions, a title he hopes to earn in the next year. Check out "Soda Pop's" websites at [www.jps.net/oakcreek](http://www.jps.net/oakcreek).

## Cut off date for employee record update established

To provide adequate time to properly determine employee qualifications prior to the fiscal year 2000 reduction in force, a cut-off date for updating employee records was established.

Accordingly, employees wishing to update their personnel records to reflect additional experience and/or education must submit a Standard Form 172, Amendment to Application for Federal Employment, to the Civilian Personnel Office, SM-ALC/DPCC (for experience) or 77MSS/DPE (for education) no later than Nov. 4 to provide sufficient time to record into the Defense Civilian Personnel Data System.

For questions regarding experience update, contact your servicing Position Classification Specialist at extension 643-2036; for questions regarding education, contact extension 643-

2190.

In addition to meeting experience and/or education requirements, employees being considered for positions that require a qualified typist must demonstrate proficiency in typing.

To be proficient in typing, employees must have demonstrated within three years preceding the RIF effective date, the ability to type 40 words per minute for five minutes with a maximum of three errors.

Proficiency can be demonstrated by: Holding a civil service position requiring a qualified typist, passing a performance test, presenting a certificate of proficiency from a school or other organization authorized to issue such certificates, or by self-certification. Updates to typing proficiency for use in the next RIF will not be accepted after Nov. 19.

It is also very important that any required performance appraisals be completed and submitted in a timely manner.

Any performance ratings received after Nov. 19 will not be used to provide service credit for RIF.

## Relay raises money for CFC

The Tradition Continues as it is Combined Federal Campaign time -- an opportunity to help others.

The CFC Two Mile Relay Race is an opportunity for all to have some fun, show some athletic prowess, and to do something good for others who may be less fortunate. This event is scheduled for 10 a.m., Nov. 9, at the track by Freedom Park. The teams are four or eight people - four team members will run two laps, eight team members would each run one lap.

There is an entry fee of \$40 per team and trophies will be awarded for 1st, 2nd and 3rd place teams. All the money earned for the race will be contributed directly to CFC. Start putting your teams together and sign up no later than Nov. 8. Call the CFC Campaign Headquarters at 643-1163, 643-2778, or 643-3066 or check out the web site at [www.McClellan.af.mil](http://www.McClellan.af.mil) and click on the CFC icon.

## Soldier Continued from Page 3

day School teacher; I was a wild lad and a sore trial to him; he never knew what he did for me; but I owe everything I am or will be to old Thomas; and today I had to come to salute him at the end.' William Barclay, The Gospel of Matthew, Vol. 2, 1958 ed., Daily Study Bible,

The Westminster Press, Philadelphia, pg. 70. This short but profound story reveals why the professional takes time to mentor. It's our desire to answer the nagging questions: Was mentoring worth it? Was it time well spent? Did it make a difference? Was he or she a

good investment? It is an earnest hope that one day those mentored will "come to salute him at the end." *Note: This article is dedicated to Lt. Col. James Conlon, 416 Munitions Maintenance Squadron commander, retired 1976, my first mentor.*

# Aerospace Basic Course; my perspective

By 2nd Lt. Robert A. Firman  
Staff Writer

About five weeks ago I read an article about the Aerospace Basic Course beginning at Maxwell Air Force Base in Montgomery, Ala.

To my surprise about three days later I received orders to attend the class.

The idea for ABC was born several years ago at CORONA TOP, a meeting of senior Air Force leaders.

Apparently, the leadership of the Air Force felt that we as a military organization needed to begin crafting a stronger group identity based on a common point of reference – the “defense of the United States through the control and exploitation of air and space.”

Ask any member of the Army what they do and you’ll probably hear they’re a soldier. Likewise with the Navy, you’ll hear they’re sailors. And with the Marines, well, they’re Marines. But ask a member of the Air Force, and you’ll likely hear things like “I’m in logistics/I’m a doctor/I’m a Public Affairs Officer/I’m a pilot/etc.”

Essentially, the problem seems to be what’s known as “stovepiping”, the sense that one’s role in the Air Force is confined to a particular career field.

ABC is an attempt to change the collective thinking of the Air Force. It’s an attempt to begin the process of identifying members of the Air Force as “airmen” first and career field specialists second.

In addition to being the key to a future service-wide culture change, ABC is also the newest link in the Officers’ Professional Military Education chain. Content ranges from the very broad level of Air Force Doctrine, contained in Air Force Doctrine Document 1, to the very specific level of running a Wing Operations Center.

In the near future, the goal is for every new officer to attend ABC.

Right now, a select few have had the opportunity, and a good opportunity it was. Changing the average member’s perspective from feeling themselves a specialist in a narrow field to being a part of a global team looking out for the interests of the United States is a good idea.

We really are the world’s most able, agile and

lethal air force. We pack a big punch for the U.S. and we are being called on increasingly to deliver it.

ABC was a chance to learn more about this business we’re in. It was also a good chance to meet some of the great people who are in it with us at other bases.

I look forward to serving in the Air Force described at ABC. It’ll be the incredible force we have today with the addition of a more unified identity.

Attending the course is one way to begin thinking outside the “stovepipe”, but it’s not the only way. I would also encourage everyone to take some time to learn about the big picture individually.

Look up the Air Force Doctrine Documents and take a look at the ideas which guide this whole force. Better understanding the core competencies of the Air Force as well as the functions of air power will help us all begin to share a common identity as airmen.

For more information about Air Force Doctrine check out the Air Force Doctrine Center at this address: <http://www.doctrine.af.mil/>

## CSAF survey gets extension

■ Civilians now have opportunity to voice opinion through online CSAF survey

RANDOLPH AIR FORCE BASE, Texas (AFPN) — The deadline for taking the Air Force Chief of Staff Survey has been extended to Nov. 12.

Officials said Oct. 26 the need to collect as much data as possible was paramount to the success of the survey. That said, the success of gathering information through the use of the World Wide Web and the CSAF Survey’s web site has been unprecedented, according to one official.

The 1999 Air Force Chief of Staff Survey is a multifaceted poll to gain understanding of quality of life and organizational climate issues.

The Air Force conducted a similar survey in 1997 and more than 206,000 airmen and civilians responded. This year’s survey asks 127 questions.

The quality-of-life portion of the survey addresses base-level community and educational programs, personnel tempo, compensation, medical care, housing and retirement programs.

The organizational climate portion asks questions about core values, job characteristics, unit resources and more.

“The turnout has been amazing,” said Capt. Pete Berg, CSAF Survey team. “In the first five days, we had 50,000 people turn in a survey via the Web. And these were people who persevered through some initial difficulty we had. It’s a testament to people wanting to make positive change and let their voice be heard by the Air Force Chief of Staff.”

A comprehensive World Wide Web site will allow users to complete the survey online.

The site is secure and allows users to remain anonymous throughout the process, according to Hopkins, one of the chief architects behind creating the technology for the massive polling effort for the CSAF Survey team. There’s also a complete body of information, including images, articles and briefing files available to read.

The Web-based portion of the survey is located at <http://csafsurvey.randolph.af.mil>

## Enlisted testing dates available

Air Force Personnel Center has announced the calendar year 2000 enlisted promotion testing dates. Although the test windows are smaller for every cycle, this change does not affect the promotion eligibility cutoff date for any grade. While there is a possibility that the shorter test windows could result in earlier promotion releases, specific release dates are not being announced at this time. The testing dates for calendar year 2000 are:

<b>cycle</b>	<b>new testing dates</b>
00E6 (TSgt)	Feb. 1 – March 15
00E7 (MSgt)	Feb. 1 – March 15
00E5 (SSgt)	April 1 - 30
01E8 (SMSgt)	Nov. 1 - 10
00E9 (CMSgt)	Sept. 1 - 8

In addition, rescheduling must be kept to an absolute minimum to ensure everyone can be tested within the testing window. Individuals who will depart temporary duty during the testing window must test prior to their departure. Commanders support staffs and base testing offices must work closely together to ensure compliance with Air Force Instruction 36-2605, para A10.10.3.3. If an individual is going to be on temporary duty during the entire testing window they will be tested prior to the publicized testing window if the test booklet is available. Members who decline testing when given the opportunity to test become ineligible for promotion for the remainder of the cycle. If you have any questions, contact military personnel flight career enhancement office at 643-4005.

## NEWSBRIEFS

### Health benefits open season begins

The Federal Employees Health Benefits Open Season will commence on Nov. 8 and end

Dec 31. The Office of Personnel Management has announced an increase in health insurance premiums of 9.3 percent for next year for civilian federal employees. This makes shopping for health insurance especially important this

year. During the open enrollment period, you will have plenty of time to check out brochures and compare premiums and benefits. If you are considering changing your health plan, you will be wise to check with your doctor to see whether they participate in the plan. Specific increases will depend upon each individual’s particular plan circumstances. The FEHBP 2000 Premiums have been released and are accessible through the McClellan Home Page. To access these rates, double

click on Quick Links, and then on Federal Employee Health Benefits listed under “Other.”

### RT commuter cards available

The renewal stickers for the Regional Transit commuter cards are now available for pick-up at the Base Rideshare Office, Bldg 269D. For information, call Al Armfield at 643-0931 Ext. 7.



# HALLOWEEN: THE LEGEND BEHIND THE MYTH

Halloween; there is no other holiday quite like it. It is a peculiar mix of pagan customs, religious traditions and frightening superstitions. My belief is that it is no longer pagan nor religious – it is simply a day for the children to get a treat or an opportunity for the child in all of us to become something that we are not.

The Druids, a priestly Celtic cult from medieval Europe, were the originators of many of the customs that are associated with Halloween. Before the long dark winter set in, during the autumn festival, spirits of the dead supposedly returned to the homes of their families. Bonfires were kept burning on the hill-sides to guide the dead and to ward off the evil spirits roaming the coun-

tryside. They celebrated this festival on Nov. 1, the Celtic New Year.

Cats, because of their sly look or the glare in their eyes, were thought to possess extra sensory perception and were credited with many supernatural powers – thus, the evil black cat.

Another Celtic Halloween customs is the lighting of pitchforks full of dry hay. They were lit and waved in the air, warning all witches to leave the area. Supposedly, if the witches fly too low, their brooms of straw would catch on fire.

What about jack-o-laterns? Irish and Scottish children hollowed out a large turnip or beet, not pumpkin, and carved faces on them, put candles inside and called them bo-

gies or punkies. They were used to scare away evil spirits.

Into all this came Christianity in the early 8<sup>th</sup> Century.

To lessen persecution and to also let early Christians celebrate festivals along with their pagan neighbors without conflict, pagan celebrations were incorporated in Christian worship. Thus, if you worshiped a certain god, and you were conquered and “Christianized,” you could continue to celebrate certain festivals with your family and neighbors without being singled out and without denying your new faith.

Dressing up in a costume and going from house to house in search of “treats” goes back to the tradition of “a-souling” where one

begged cakes for the dead who returned to their homes on New Years, Nov. 1. This came about in the Middle Ages when the fear of spirits had lessened and people moved about on this eerie night. Youngsters would go from door to door in costumes crying, “treats for the goblins” or “trick or treat.” If they received a treat they moved along. If not, they performed a trick.

If you want to celebrate Halloween, join in the fun of it as your conscience and convictions allow and keep it safe for all. If you are against Halloween, turn out your porch light and refuse to participate in it – don’t make it out to be something it isn’t and never was. (*Written by Chaplain Jim Seaman*)

## FOCUS Center Jobs

*This section contains some of the job announcements available at the McClellan Air Force Base FOCUS Center. For additional information, contact FOCUS Center #1 at 643-5661. FOCUS #1 is open until 7 p.m. Thursdays.*

**Position:** Immigration Information Officer, GS-1802-05/07  
**Annc#:** SFR-99-SAC-09  
**Close:** Oct. 29  
**Location:** Sacramento, CA  
**Agency:** Dept of Justice  
**POC:** (415) 844-5110  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Loan Processing Assistant, GS-1101-05/07  
**Annc#:** 00-04-JL  
**Close:** Nov. 3  
**Location:** Sacramento, CA  
**Agency:** Small Business Administration  
**POC:** Barbie Woods (202) 205-6180  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Administrative Clerk (Office Automation), GS-303-05/06  
**Annc#** NASS-99-164  
**Close:** Nov. 1  
**Location:** Sacramento, CA  
**Agency:** Dept of Agriculture  
**POC:** (202) 720-6130  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Accountant, GS-510-11/

12  
**Annc#:** SNR-9921  
**Close:** Nov. 12  
**Location:** Folsom, CA  
**Agency:** Western Area Power Administration  
**POC:** (916) 353-4566  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Office Automation Clerk, GS-326-04  
**Annc#:** FWSI-99-247  
**Close:** Oct. 29  
**Location:** Sacramento, CA  
**Agency:** Fish & Wildlife Service  
**POC:** (503) 231-6136  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Medical Instrument Technician, GS-649-09  
**Annc#:** 99-108MC  
**Close:** Nov. 9  
**Location:** Sacramento, CA  
**Agency:** Veterans Administration  
**POC:** Barbara Nelson (925) 372-2120  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Program Analyst, GS-343-11/12 (2 or more Positions)  
**Annc#:** PERSONNEL

**Close:** Nov. 2  
**Location:** San Francisco, CA  
**Agency:** Dept of Health & Human Services  
**POC:** (202) 619-0146  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Medical Equipment Repairer, WG-4805-11  
**Annc#:** BBU000032  
**Close:** Nov. 1  
**Location:** Tracy, CA  
**Agency:** Army Medical Command  
**POC:** Sunny Blackiston (410) 306-0274  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

**Position:** Safety & Occupational Health Mgr, GS-018-12/13  
**Annc#:** YOSE-99-69  
**Close:** Nov. 10  
**Location:** Yosemite National Park  
**Agency:** National Park Service  
**POC:** Lynette Mangus (209) 379-1805  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for KSA’s and/or additional information.

### Non Federal Jobs

**Position:** Information Systems Technician

**Salary:** \$2,040 - \$2,209 per month  
**Close:** Nov. 5  
**Location:** Sacramento, CA  
**Agency:** State of California  
**POC:** (916) 324-5039  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for additional information.

**Position:** Equipment Mechanic I  
**Salary:** \$2,070 - \$2,516 per month  
**Close:** Nov. 9  
**Location:** Nevada County  
**Agency:** County of Nevada  
**POC:** (530) 265-1225  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for additional information.

**Position:** Crafts Worker III  
**Salary:** \$2,847 - \$3,461 per month  
**Close:** Oct. 29  
**Location:** San Joaquin County  
**Agency:** San Joaquin County  
**POC:** (209) 468-3377  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for additional information.

**Position:** Engineering Aide  
**Salary:** \$2,055 - \$2,497 per month  
**Close:** Oct. 29  
**Location:** San Joaquin County  
**Agency:** San Joaquin County  
**POC:** (209) 468-3377  
**Remarks:** Copies of the vacancy announcement are available in the FOCUS Center. Review the announcement and contact the agency for additional information.



Movies

Movies start at 7 p.m. , unless otherwise noted, in Bldg. 1417. Movies are subject to change.

**In Too Deep** - Friday  
Starring: Omar Epps and LL Cool J

How far can undercover cop go into the ruthless underworld of an urban drug cartel, filled with violence, power and money, before he no longer finds his way out. Detective Jeffrey Cole is on a mission so dangerous, it could cost him his life and possibly his soul. (Rated R - strong sexuality, some violence and language.)

**The Muse** - Saturday  
Starring: Albert Brooks and Sharon Stone

She has the lineage of a goddess, a touch of Diva, good story sense, the basic instincts of a freeloader and the look of love and her name is Sarah. She breaks the gidlock of a Hollywood screenwriter, but also wreaks havoc on his everyday life. (Rated PG-13 - brief nudity.)

**Stir of Echoes** - Sunday  
Starring: Kevin Bacon and Kathryn Erbe

Based on Richard Matheson’s novel, Tom Witzky finds his blue collar Chicago existence altered after he is hypnotized at a neighborhood party. What started as a diversion turns disturbing as a post hypnotic suggestion releases a subconscious power Tom didn’t know he had. (Rated R - violence, sexuality and language.)

Youth Center

- **Today:** Open recreation, 2 - 7 p.m.; open gym, 2-3 p.m. and 4:15-7 p.m.; snack bar, 2 - 6 p.m.; advanced gymnastics, 3:15-4:15 p.m.; Moms, Pops, Tots play group, 10-11 a.m.; TaeBo aerobics, 7-8 p.m., age 11 and up, free.
- **Friday:** Open recreation, gym, snack bar, 2-6 p.m.; JHalloween Dance, ages 9-13, 7-10 p.m., \$2 members, \$4 nonmembers.
- **Saturday:** Open recreation, snack bar and gym, noon - 5 p.m.;
- **Sunday:** Closed
- **Monday:** Open recreation and open gym, 2-7 p.m.; open snack bar, 2-6 p.m.
- **Tuesday:** Open recreation, 2 - 7 p.m.; open gym, 4:15 - 7 p.m.; snack bar, 2 - 6 p.m.; beginning gymnastics, 3:15-4:15 p.m.
- **Wednesday:** Open recreation, open gym, 2-7 p.m.; open snack bar, 2-6 p.m.

Harvest festival

Join in the fun at the harvest festival Saturday from 1-4 p.m., Bldg. 1423 next to the base chapel. There will be games, prizes and candy for ages 3-12. For more information, call 643-6021.

Forgive and move on  
letting go of resentment

In the course of living, we are often hurt by others. Holding in hurt feelings over months, or even years, is very stressful and can cause minor and major diseases. Learning to forgive significant hurts and then move on is an important part of being healthy, in both mind and body.

The Forgiving Crisis

We can laugh or explain away small hurts. But some hurts are so unfair, and so deeply felt, that they cause “a forgiving crisis” – we can’t bring ourselves to forgive the person that caused the hurt, even in cases where we know they didn’t mean to hurt us. If you’ve been hurt, you probably feel anger, or even hatred. Holding in such feelings is stressful, and can also increase other stresses. When you face your pain and the person who hurt you, you can end

the “forgiving crisis” and lead a healthier, happier life.

Learn A Way To Forgive

Being hurt by someone you trust can be particularly painful. While it may be difficult, try to be open and accepting as you explain to that person what he or she did to hurt you so deeply, then try to imagine that the event had not happened. You may find that you are able to stand back and be objective about the person who hurt you. You may find that the

Head check

For your mind, body and soul

Capt. Frank D. Weber  
Chief, Mental Health Element



person is weak, needy, or simply human, and needs your help. With new insights, your pain and anger may give way to forgiving and compassion. If you reach out, that person may be willing to try to renew your friendship.

Nature of forgiving

Forgiving is part of healing, but it is not excusing, denying, hiding, or ignoring the event that caused the pain. Forgiving includes remembering, letting go of anger, recognizing what happened, and moving on. Forgiving is often a slow, confusing process. You can forgive and still feel some anger.

The benefits of forgiving

Forgiving makes your life easier. It gives you greater peace of mind. You can get on with your life when part of you is freed from having to resent those who have harmed you.

77TH MISSION SUPPORT SQUADRON STANDS ALONE

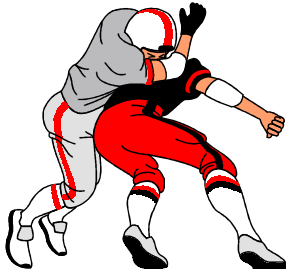
With less than one week to go before intramural football playoffs begin the 77th MSS, following up last year’s championship season, stands alone as the only team still undefeated this season. Tied for a not-too-distant second are the 77th Medi-

cal Group and the Coast Guard.

Three games will be played today, with start times at 4, 5, and 6 p.m. The regular intramural football season will wrap up with four games this Saturday. Start times for Saturday games are 11 a.m., 12, 1, and 2 p.m.



U.S Air Force Photo by Alica Doyle  
Phil Kirby, 77th Mission Support Squadron, races after Senior Airman Reggie Williams, 77th Communications Squadron.



TEAM STANDINGS

As of 25 Oct

77th MSS	11-0
Coast Guard	8-4
77th MDG	8-4
77th SFS	7-5
652nd CLSS	4-7
Fire Dept	2-7
77th CS	2-9
Det 40	2-8



U.S Air Force Photo by Alica Doyle  
Captain Todd Matsumoto, 77th Medical Group, covers Airman First Class Jeremy Johnson, 77th Logistics Group.



U.S Air Force Photo by Alica Doyle  
Senior Airman Dwayne Turner, 77th Mission Support Squadron, reaches for a touchdown pass.



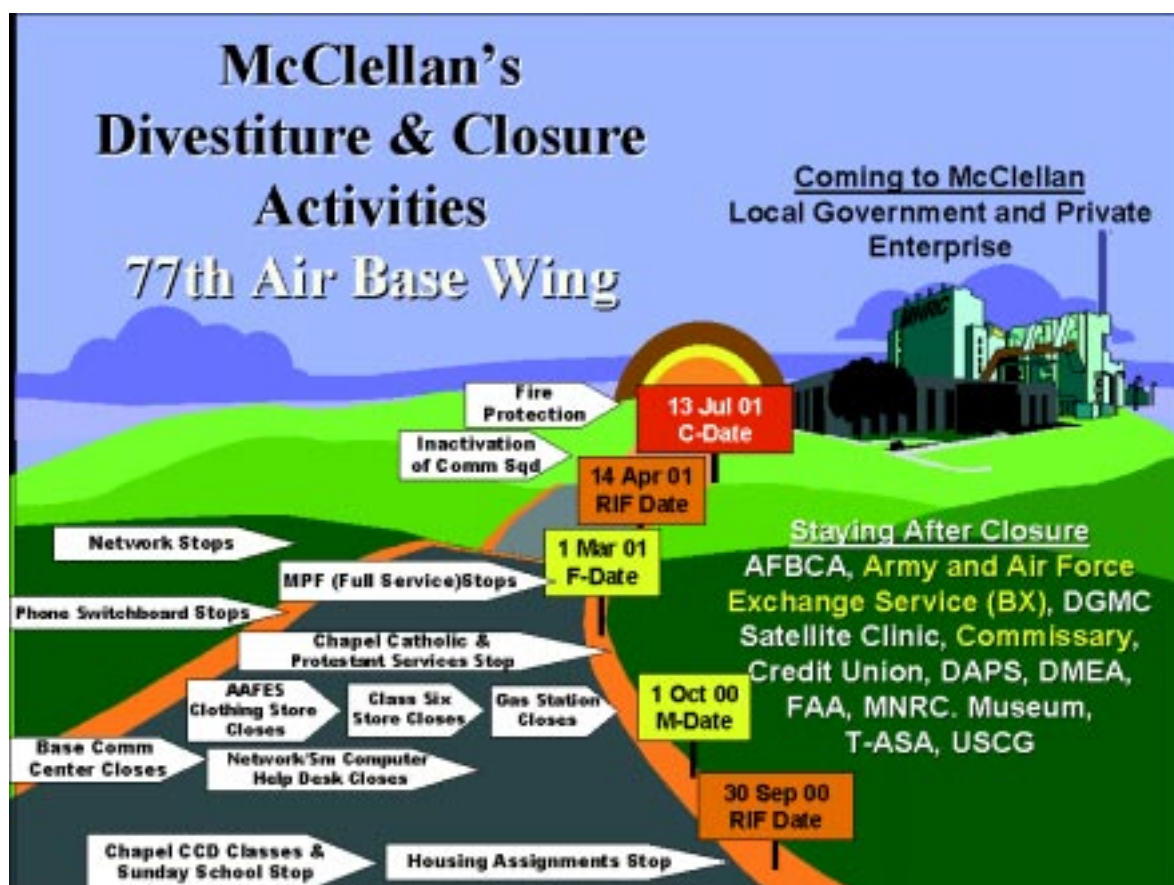
U.S Air Force Photo by Alica Doyle  
Senior Airman Michael Azzoline, 77th Mission Support Squadron, spots a receiver in the endzone.



U.S Air Force Photo by Alica Doyle  
Senior Airman Jesus Alcaraz, 77th Mission Support Squadron, spins through tacklers as Technical Sergeant Steve Betancourt, 77th Medical Group, grabs a flag.



# Closure expectations from 77th Air Base Wing



As McClellan Air Force Base draws down, what can YOU expect from the 77th Air Base Wing?

The information provided in this article will give you the latest McClellan AFB drawdown plans.

As you've seen in previous *Spacemaker* articles, we are making every effort to keep you up-to-date and abreast of all changes.

It is well worth your time to read through and see what changes will effect you.

There are points of contact and closure dates to help prepare and assist you during this transition. Areas not effected by base closure are the Base Exchange and Commissary. They will remain open to provide full support to the retiree community.

The AAFES Service station will remain in full operation until October 2000. Our Logistics Support, working with the AAFES Clothing Sales Store, will provide organizational equipment items, such as boots, wet weather parkas, thermal underwear, gloves, and other uniform items, to customers with an IMPAC card. Contact Ms. Herring, Clothing Sales Store Manager at 643-2230 for more information.

You can purchase mobility or desert fatigue/uniform items through Base Supply's Demand Processing Element at 643-4805.

Along with the rest of the base, the Chapel is going through a period of transition and change. For Catholics, Sunday Vigil meets on Saturdays at 5:30 p.m. and Mass meets on Sundays at 9:30 a.m. Confession is 4:45-5:15 p.m. on Saturdays with a 12 p.m. weekend communion service. Sunday's Con-Fraternity of Christian Doctrine classes, are taught at 11 a.m. in Bldg. 8.

There are several changes with the Protestant parish as well. Sunday services meet at 11 a.m., with communion the first Sunday of every month. Sunday school classes are taught at 9 a.m. in Bldg. 1423. Final worship service for both parishes will be Christmas 2000.

For more information contact the Base Chapel

at 643-6021.

So, what can you expect from our Civil Engineering Division? They will continue to provide real property management, facility and space allocation, accounting, disaster preparedness, and fire protection.

The most important milestone is the drawdown of Military Family Housing. Housing assignments will stop Jan. 1, 2000. Some modifications to the MFH draw down plan are in the works. There will be a mandatory Town Hall Meeting in November to pass on critical housing information, so stay tuned for more details! For more information contact Ms. Felix, at 643-6221.

The Mission Support Squadron has many functions/facilities that will impact you. The Military Personnel Flight will provide full service until February 2001. On March 1, 2001, all ID cards and updates to DEERS, i.e: changes to marital status, birth of child, etc., will be provided by Travis Air Force Base. There is an ongoing effort to continue ID card service after base closure, stay tuned for more information! For further assistance, contact MPF at 643-6274.

The Education and Training Flight provides a wide variety of educational services, each with it's unique customer population. Take advantage of the many Training and Education services still available to military and civilian personnel. Travis Air Force Base Education Office will continue Tuition Assistance, Educational Counseling, Testing

Activities, Community College of the Air Force, and Commissioning Programs for military personnel beginning January 2001.

One topic of special interest is the local on-base colleges and universities at McClellan. American River College, Chapman University, and Embry Riddle have expressed interest in staying beyond closure.

They are engaged with the Local Reuse Authority to explore possibilities, more details to follow! For further information, contact DPE at 643-0773.

Your Community Support Center, like MPF and the Education and Training Flight, have established a support agreement with Travis Air Force Base to provide CSC services for the personnel remaining at McClellan Air Force Base after Feb. 1, 2001.

Take advantage of the numerous services your CSC has to offer: career focus program, employment assistant service for spouses, family readiness program, boards/committees, loan out services, items such as pots and pans, futons, other items helpful during PCS, transition assistance, relocation assistance, financial education, family life education, and Air Force Aid Society. For more information contact CSC at 643-1106.

For those senior airmen looking at Airman Leadership School, our last graduating class will be in December 2000. We are committed to offering ALS to all eligible students prior to this date. The Communications Squadron is driving towards an orderly drawdown for the base communications and it's support elements. Our actions coincide with SM-ALC's "Mission Out" date. The graphic gives you a snapshot of what to expect as the base draws down.

Services/merchandise provided in existing facilities will continue to be available at AAFES Main Store.

Look for future articles from the Security Forces Squadron addressing security issues and closure updates. The above information will continue to be updated on the McClellan homepage to provide current closure details. Log on to [www.mcclellan.af.mil](http://www.mcclellan.af.mil) and check out the links that interest you.



**1 Mar 01**

## Facility Vacate Process

**WalkThru Expectations Brief**  
1st Tuesday of Each Month, 2:30 p.m.  
Bldg 200, Room 129, FM Conference Room

**Facility Vacate Timelines**  
107 Days Prior to Vacate - Contact CLC & Attend Expectations Brief  
100 Days Prior to Vacate - Begin Checklist Actions  
45 Days Prior to Vacate - Schedule WalkThru

**General Information**  
Functional WalkThru POCs Meet at Bldg 35, 9:15 a.m.  
Facility Vacate Checklist - CL Web Page

**Project Officer**  
Jan Miller, CLC, 643-3286



Total Work Days Left